



MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING
Unexamined Status Quo	Deliberate intervention(s) aimed at putting things back the way they were.	Invitation is issued and there is <u>positive</u> response and engagement	<u>Goal-setting</u> oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the organization's life.

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Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.

Accountability is what we measure, and how we measure it.

	Maintaining	Reinforcing	Adapting	Revisioning	Retooling	Restructuring	Transforming
Relationship	Current relations	Current relations	New relations	New relations	For building new relations	New agreements	The inclusive organization
Accountability	Current accountabilities	Current accountabilities (reasserting)	New understanding of accountability	Accountability based on right relationships	For new accountabilities	Accountability	Right Relations
Culture	Current culture	Current culture	Possibility of a new culture	New shared & multicultural space & relations	For new multicultural practices	Normalizing Inclusion new culture emerges	Sustaining new & shared multicultural norms

Please indicate where your group or committee falls in this framework regarding the following question:

**Where is your group/committee in the work to ground the 8<sup>th</sup> Principle into your thinking, decisions, and actions?**

[illegible]




Recommended next steps for all groups:

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Describe what characterizes the level you chose.

What would it look like to move forward to another level or the next level?


Adapted by Paula Cole Jones from *Welcoming Resistance*, by William Chris Hobgood

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